

SECOND HARVEST FOOD BANK OF NORTHWEST NORTH CAROLINA
WHISTLE-BLOWER'S POLICY

If any employee reasonably believes that some policy, practice, or activity of the Second Harvest Food Bank of Northwest North Carolina is in violation of law, or a clear mandate or public policy, that employee must file a written complaint with the Executive Director, the Board Chair, or the Audit Committee Chair. The phone number and email address for each of these individuals will be posted on the employee bulletin board.

The Second Harvest Food Bank will not retaliate against an employee, who in good faith, has made a protest or raised a complaint against some practice of the Second Harvest Food Bank, or an employee of the Second Harvest Food Bank, or of another individual or entity with whom the Second Harvest Food Bank has a business relationship, or on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

The Second Harvest Food Bank also will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy or practice of the Second Harvest Food Bank that the employee believes is in violation of a law, or a rule or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

An employee is protected from retaliation only if he or she brings the alleged activity, policy, or practice to the attention of the Second Harvest Food Bank and provides the Second Harvest Food Bank with a reasonable opportunity to investigate and correct the alleged unlawful activity.

This policy also becomes part of the Personnel Policies of the Second Harvest Food Bank of Northwest North Carolina.

Approved by the Board of Directors on September 27, 2007.